

NICK WILDING: Curriculum Vitae

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Blog: <http://www.community.nickwilding.com>

Summary

1995-1999: As Executive Director of the Centre for Human Ecology (CHE), Edinburgh, I developed an accredited education and research NGO focused around radical 'head, heart and hand' approaches to learning about and practicing sustainability, with an emphasis on asset-based approaches to community development and rejuvenating democracy.

2002-present: Since returning from two years working with development projects in Asia and Australasia, I have developed a consultancy practice with clients in the public and third sectors, co-led the CHE MSc Human Ecology (in partnership with the University of Strathclyde), and embarked on a PhD with the Centre for Action Research in Professional Practice, University of Bath Management School.

My passions are facilitating transformative learning, leadership development, and organisational culture change anchored in action research, human ecology and community development practice. A particular focus is cultivating resilience in people, places and organisations so as to better engage with the critical issues of our age, from climate change to peak oil and global justice.

I am also a keen fiddle/guitar/piano player. I make it to a local pub session most Wednesdays, play regularly in a String Quartet/Quintet, and jam along with friends whenever I get a chance. I live on the edge of the village of Falkland in North Fife, where I'm involved in local sustainability initiatives.

My blog (address above) is the best place to catch up with latest thinking, news and recordings...

Project Summary: 2002-2007

- **2006/7: Director, 'Rural Leadership Programme'** for Falkland Centre for Stewardship, Fife (funded by Carnegie UK Trust and Leader +), in association with Communities on the Edge project of the Southern Uplands Partnership. Report available at www.community.nickwilding.com;
- **2007: 'Critical Friend' consultancy** for WWF UK Education team, facilitating an action research collaborative inquiry into team/organisational change.
- **2006/7: 'Sharing Good Practice' action research consultancy and mentoring** over one year for the 'Sharing Good Practice' team at Scottish Natural Heritage, Battleby;
- **2005-present: Teaching Fellow, leading curriculum re-design and accreditation process as the Centre for Human Ecology took its MSc Human Ecology to Strathclyde University:**
 - innovating two core multi-day workshops: 'Finding Voice' & 'Leadership, Complexity and Change';
 - design and lead new short course in Action Research (Masters' credits from the University of Strathclyde), focused on the needs of change-agents in organizations addressing complex sustainability challenges;
 - supervising action research Masters' theses;
- **2005-2007:** Develop and Deliver a year-long collaborative action inquiry called **'Get Your Voice Heard'** with twenty black and minority ethnic participants, as well as Police, Health Service and Council employees focussed on engaging with the **democratic deficit** as local community planning took shape in North Edinburgh. Report available at www.community.nickwilding.com;
- **2005:** Design and lead **Training for Facilitators & Capacity Building** workshops and events for black/minority ethnic organisations (Unemployed Voluntary Action Fund - Ethnic Minority Grant Scheme; Commission for Racial Equality; EQUAL and City of Edinburgh Council (funders));



- **2005/6:** Deliver several **Story Dialogue 'facilitator training'** workshops with Scottish Community Development Centre;
- **2003-2005:** Senior Trainer, **Training for Transformation and Participatory Action Research** with the CHE Community Programme and Action to Regenerate Trust (including two 12-day intensive programmes for community activists from across Britain and three local programmes in Shrewsbury, Pollok (Glasgow) and North Edinburgh);
- **2005:** Co-leader, **Eco-psychology** residential short course with the Centre for Human Ecology;
- **2004:** Leader, **'Conscious Leadership'** course exploring systems theory and spiral dynamics for leaders, Glasgow with Engage!InterACT (Holland)
- **2004:** Co-facilitator, **Pioneers of Change** summer school, Egypt (an international network of change-facilitators: www.pioneersofchange.net);
- **2004:** Research & create database of **'Sustainability in Action'** projects in Fife (Fife Council);
- **2003:** Collaboration with Paul Zealey Associates creating a database of **Scotland community sustainability projects** for Forward Scotland;
- **2003-present:** Action Research mentor for local community groups across Scotland applying for funding from the **Scottish Communities Action Research Fund (SCARF)**;
- **2003: WECAN!** - Fife's environmental action NGO network (organisational development & funding) developing and evaluating 'Food for Fife' local food projects (using visioning and stakeholder research methods);
- **2002: Participative Stakeholder Evaluation**, South West Environmental Action Project (SWEAP) Dumfries and Galloway;
- **2002: Music Director** with the Elements Justice Programme working with young asylum seekers, refugees, and 'local' schoolfriends, in Sighthill Glasgow
- **2002:** Millennium Fellow with Edinburgh's Millennium Awards Scheme, innovating **participatory 'sound-walks'** voice/rhythm workshops for community activists
- Facilitation at See Me (Scottish campaign challenging the stigma surrounding mental ill-health)

Talks / public profile:

I give talks, workshops, and seminars when invited to do so. Recent examples include

- **Big Tent Festival, Falkland** on 'Creative approaches to Stewardship' and the psychology of Climate Change
- **Learning Link Scotland** Partnership and Learning conference workshop presenter;
- **University of Strathclyde** Neo-Liberal Scotland? 'participatory paper' on community planning;
- **Scottish Natural Heritage** 'The Participant' conference speaker and conference co-designer;
- **Radio Scotland** Values Added with Ruth Wishart (May 2004) on climate change;
- **Scottish Community Development Centre** conference On Dialogue workshop presenter (June 2004) on participation methods;
- **Sustainable Ireland**, Dublin Convergence Festival presenter (March 2004) on leadership;
- **World Student Forum 2002**, Prague: Expert input on citizenship and the environment

1996-1999: Consultancy and Project Management/Development

Consultant to Fife Sustainability Round Table: Local Agenda 21

Expert input and facilitation catalysing action towards implementing Local Agenda 21.

Project Manager, Embracing Multicultural Scotland (Who's a Real Scot?), CHE

Engaging ethnic minority groups in a process promoting solutions to social exclusion.

Expert intervention, Youth Action for Peace seminar, Budapest

Working with a multicultural group assessing EU-funded projects (Council of Europe).

Lecturer, University of Edinburgh & University of Glasgow dept. Public Health

Designed and Delivered Masters-level module 'Environmental Education: Individual and Institutional Perspectives'; also 'Ecological Ethics and Sustainable Development' module

Joint Founder, Resourcing Action for Sustainability (RAS) network

RAS was a European Social Fund Capacity-building programme supporting an NGO partnership working with communities throughout Scotland for grassroots sustainability.

Visiting Lecturer, Free University of Brussels

Teaching Agenda 21, Participative Appraisal, 'New Professionalism' and Action Research.

Lecturer, Heriot-Watt University (Moray House College of Education)

'Ecological Ethics and Sustainable Development' module.

Director, 'Practical People Noble Causes' Events Series

This participative series highlighted 'social and environmental entrepreneurs' activism.

Community Visioning seminar/workshop co-presenter

In collaboration with the New Economics Foundation (for Local Authority Staff)

Large group participatory workshop facilitator, Portobello, Edinburgh

Helping 80 people of Portobello, Edinburgh, meet and plan for their future

'Indicators of Sustainability - linking local action with global change'

Co-ordinated participative conference for sustainability indicator practitioners.

Facilitator, Craigmillar Ecocity Project, (Gaia Planning/TASC agency)

A 'planning for real' consultation exercise with 40 children from Craigmillar, Edinburgh.

'Community Participation in Local Agenda 21', Lothian Regional Council study

A study for Lothian Regional Council.

Participatory Appraisal (PRA) Facilitator, Wallyford, Midlothian

Applying PRA to aid the regeneration around this ex-mining community's bing site.

Highlands and Islands Forum Organisational Review consultancy, Scotland

HIF is an 'action network' involved in self-help rural development in the Highlands.

Lecturer, University of Edinburgh in sustainable development, for postgraduates

Publications (see blog and website for more)

2006: **Action Research for Sustainability** within Higher Education

2003: **Why being a 'citizen' turns us off**, and what might turn us on
occasional paper for CHE Reader, August 2003

1997: International Sustainable Development Research Network

"Hiding behind 'sustainable development' New Professionalism and Agenda 21"

1995: **Sustainability and Small Business: Beyond Environmental Auditing**

Briefing Paper prepared for Midlothian Enterprise Trust.



Professional Development/Communities of Practice/Educational Achievement

(2004 onwards): PhD student, Centre for Action Research in Professional Practice at Bath University Management School Centre for Action Research in Professional Practice;

2006: Art of Hosting Conversations that Matter workshop on 'Chaordic design' Hawkwood College, Stroud (see <http://www.artofhosting.org>)

2004: Integral Ecology and Sustainability seminar with the Integral Institute, Colorado, USA with Ken Wilber (see www.integralinstitute.com);

2004: Spiral Dynamics Integral (SDi level III training Holland with Don Beck and Peter Merry);

2004: Non-Violent Communication (Glasgow) training in Marshall Rosenberg's approach to awareness practice in communication;

2003: Process Oriented Psychology (PoP) - 'The Gatekeeper' and 'Worldwork' with Amy and Arnie Mindell, London

1998: Schumacher College (Arne Naess Scholarship recipient)

'Redesigning the University' with David Orr and David Ehrenfeld

1997: Open Space facilitation and design.

1996: Institute for Deep Ecology training, Washington State, USA

A fortnight training with leading sustainability academics and practitioners from the USA.

1995: New Economics Foundation Training with Marvin Weisbord and Sandra Janoff:

'Future Search' large group visioning facilitation

This is a process run over several residential days.

1995: Participative Appraisal and Learning training completed

PAL and PRA are techniques of participation in community development and organizational learning work.

1994 – 1995: UNIVERSITY OF EDINBURGH MSc Human Ecology (awarded with distinction)

Dissertation: *The Human Ecology of Local Agenda 21: An action research examination of Agenda 21's emphasis on peoples' participation in decision-making and some practical issues of empowerment. I*

specialised in: Management of Sustainable Development; Ecological Ethics & Education; Countryside Policy & Planning; Education Strategy in the South

1992 – 1994: English Teacher, Toyama, Japan (*I speak and understand a little Japanese*)

1992: Quaker United Nations Summer School (Geneva) participant

An in-depth introduction to UN agencies, workers, and mediation work by Quakers.

1989 – 1992: University of Southampton BA(Hon.) Modern History & Politics with Economics - 2:1;

Dissertation: *The Green Party and Power*; specialising in: *South in International Relations; Environmental Economics; Culture and Politics; Comparative Politics; Political Theory; Modern Spanish & French History*

1981- 1988: King James College and Gillotts School, Henley-on-Thames: 'A' level: English Language and Literature; Mathematics and Statistics; Modern History; 'AO' level: Computer Science; 'AO' level Mathematics; 'O' level: English Language; English Literature; History; Maths; French; German; Chemistry; Physics; Music.

1987: Music: Grade 8 (Merit) Violin; Grade 7 Piano

Short history: 1992-2002

2000 – 2001: Thyne Scholarship: global travels

The Thyne Scholarship enabled my wife and I to work and share learning with colleagues in sustainability initiatives in India, Nepal, Philippines, Indonesia, Australia, New Zealand, California and Ireland.

1996 – 2000: Executive Director, Centre for Human Ecology, Edinburgh

I directed the CHE as it grew over four years into an internationally regarded research and teaching institute accredited by the Open University, UK. As well as holding the CHE to its vision and organisational ethos, I developed its research programmes; public events; fundraising (European Social Fund and Foundation support); staff and volunteer recruitment/management; IT & accountancy systems; web pages and newsletter; social audit and visioning processes and networks.